

EXHIBIT A



APPLICATION FOR EMPLOYMENT

In order that your application may be properly evaluated, it is essential that all of the following questions be answered carefully and completely.

AN EQUAL
OPPORTUNITY EMPLOYER

PLEASE PRINT IN INK OR TYPE

Name (Last, First, Middle Initial) Lenihan, David, M		Home Phone (508) 285-4366	Social Security No. 033-509260	Are you under 18? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, do you have appropriate working papers? <input type="checkbox"/> Yes <input type="checkbox"/> No
Present Address (No. Street, City, State, and Zip Code) 1 Fieldstone Circle Norton, MA 01766		Apt. No./P.O. Box	Are you any of the following: U.S. citizen or national; permanent or temporary resident; refugee; or asylee? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Position Desired Sales Rep	Full Time <input checked="" type="checkbox"/> Part Time <input type="checkbox"/> Temp. <input type="checkbox"/>	Salary Expected 370K Plus Comm.	Can you work any shift? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, please explain.	Can you work overtime? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever worked for CA or a related company? <input type="checkbox"/> Yes <input type="checkbox"/> No When and Where Your name, if different from above		Have you ever been interviewed by CA or any of its related companies? <input type="checkbox"/> Yes <input type="checkbox"/> No	Referred by: If agency, indicate name Doug Sinclair	Date Available Now
Are you an officer, a substantial owner, an operator, or a member of a board of any company or business? If Yes, name, location, and position held.		Application Date 8/14/00		
Have you ever served in the U.S. Armed Forces? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, briefly describe the nature of your duties in the service,				
Have you ever been convicted of a felony, misdemeanor, or other criminal offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, please explain.				
Can you perform the functions of the job for which you are applying, with or without accommodations? <input type="checkbox"/> With accommodations <input type="checkbox"/> Without accommodations				
EDUCATION	NAME OF SCHOOL AND LOCATION	MAJOR	MINOR	YEARS COMPLETED
HIGH SCHOOL	Needham High School	College Prep		4
COLLEGE OR UNIVERSITY	Univ. of MA Amherst	Economics	MKTG	4
GRADUATE SCHOOL				
MILITARY SCHOOL				
OTHER				
Please list titles of any patents, papers, theses, articles, or honors received.				
What computer languages are you proficient in?				
What types of computer hardware have you worked on? PC, MAC, modems, multiplexers, lan/wan				
What computer operating systems have you worked with?				
What types of software products have you worked with? Windows 95/NT, Goldmine, Act, Sales logic, Powerpoint, excel, word etc				
For Clerical Applicants Only: Can you type? <input type="checkbox"/> Yes <input type="checkbox"/> No WPM _____ PC Experience? <input type="checkbox"/> Yes <input type="checkbox"/> No				

EMPLOYMENT RECORD Please account for all your time since leaving high school or for the last ten years, whichever is shorter, including all time spent in Military Service and any periods of unemployment. Please start with your PRESENT position and proceed chronologically backward. If required, use a separate sheet of paper.

COMPANY NAME <i>NCS</i>	POSITION <i>Sales</i>	JOB DESCRIPTION	
ADDRESS <i>Eden Prairie, MN</i>	DATES OF EMPLOYMENT FROM: <i>6/95</i> TO: <i>7/00</i>	<i>Sales Rep</i>	
CITY AND STATE	STARTING SALARY: BASE: <i>40K</i> OTHER (PLEASE EXPLAIN): <i>40K + comm</i>		
WHOM MAY WE CONTACT? <i>Human Resources</i>	LAST SALARY: BASE: <i>60</i> OTHER (PLEASE EXPLAIN): <i>60K + comm</i>		
REASON FOR LEAVING <i>Business Re-alignment</i>			
COMPANY NAME <i>Tylin k</i>	POSITION <i>Sales</i>	JOB DESCRIPTION	
ADDRESS	DATES OF EMPLOYMENT FROM: <i>'93</i> TO: <i>'95</i>	<i>Sales Rep</i>	
CITY AND STATE <i>Norton, MA</i>	STARTING SALARY: BASE: <i>35K</i> OTHER (PLEASE EXPLAIN): <i>35K + comm</i>		
WHOM MAY WE CONTACT? <i>Out of business</i>	LAST SALARY: BASE: OTHER (PLEASE EXPLAIN):		
REASON FOR LEAVING <i>New opportunity</i>			
COMPANY NAME <i>Bell H/N</i>	POSITION <i>Sales Rep</i>	JOB DESCRIPTION	
ADDRESS	DATES OF EMPLOYMENT FROM: <i>1/92</i> TO: <i>12/93</i>	<i>Sales Rep</i>	
CITY AND STATE <i>Billerica MA</i>	STARTING SALARY: BASE: <i>30K</i> OTHER (PLEASE EXPLAIN): <i>30K + comm</i>		
WHOM MAY WE CONTACT? <i>Human Resources</i>	LAST SALARY: BASE: <i>30K</i> OTHER (PLEASE EXPLAIN): <i>30K + comm</i>		
REASON FOR LEAVING <i>New opportunity</i>			
COMPANY NAME <i>Motorola</i>	POSITION <i>Sales Rep</i>	JOB DESCRIPTION	
ADDRESS	DATES OF EMPLOYMENT FROM: TO:	<i>Sales Rep</i>	
CITY AND STATE <i>Mansfield, MA</i>	STARTING SALARY: BASE: OTHER (PLEASE EXPLAIN):		
WHOM MAY WE CONTACT? <i>Human Res.</i>	LAST SALARY: BASE: <i>25K</i> OTHER (PLEASE EXPLAIN): <i>25K + comm</i>		
REASON FOR LEAVING <i>New opportunity</i>			
REFERENCES (DO NOT LIST RELATIVES)			
NAME	ADDRESS	PHONE	OCCUPATION

AGREEMENT

May we contact your current employer before your current employment there ends? Yes ☐ No ☒

Upon employment, I will be asked to sign an agreement setting forth certain terms and conditions of such employment. Among such terms and conditions is my agreement to maintain the confidentiality of trade secrets and other information, not to use such secrets and information except for Computer Associates' benefit, and not to compete with Computer Associates after my employment ends. I understand that any offer of employment that I may receive is contingent on my signing such agreement.

If I have been recruited through an employment agency, or Computer Associates relocates me, and I resign prior to completing one full year of employment, I agree to repay Computer Associates (and I authorize Computer Associates to withhold, to the extent permitted by law, from any monies owed to me, including but not limited to, wages, vacation pay, overtime pay, commissions, expenses, and any other final compensation), in the case of any employment agency fee, one-half of the total fee remitted by Computer Associates to such employment agency, or in the case of such relocation, all costs incurred by Computer Associates in such relocation.

I understand and agree that for positions that require travel at Computer Associates a term and condition of employment is that I must be able to obtain the appropriate credit required and have the ability to pay, as incurred, for my expenses related to my employment. I also understand and agree that if such expenses are in accordance with Computer Associates' current expense policy, such expenses are reimbursable by Computer Associates', in accordance with Computer Associates' standard payroll procedures. I also understand that Computer Associates will not guarantee any payments incurred on any corporate or individual credit card or provide cash advances for such expenses on a regular basis. I further understand that if I am unable to satisfy this employment condition that I may be terminated from Computer Associates employment.

If Computer Associates should advance commission amounts to me at any time during my employment, I hereby agree to repay such amounts upon request. In addition, should the advance not be otherwise repaid, I understand and agree to the deduction of that sum, to the extent permitted by law, from any monies owed to me, including but not limited to, wages, vacation pay, overtime pay, commissions, expenses, and any other final compensation.

Computer Associates may request, and I also authorize and request, each former employer, educational institution and reference, to furnish any information that may be sought by Computer Associates concerning my employment, including but not limited to, my wages, habits, character, and skills, and I hereby waive any privacy, confidentiality or similar privileges involved.

Upon being hired, Computer Associates and I have the privilege of terminating my employment at will and at any time, with or without cause. I agree that no promise of continuous employment or employment for a definite period of time has been made or given to me.

I understand that this Agreement is binding upon me, and that the submission of any false information in connection with any application for employment, whether in this document or not, may be cause for immediate discharge at any time thereafter should I be employed by Computer Associates. I also understand and agree that Computer Associates can and will rely on information obtained from third parties in connection with my employment and I waive any and all claims against Computer Associates for any actions that it may take based on the information provided by such third parties.

All Computer Associates facilities in the U.S. and Canada are designated as totally non-smoking areas. Except where laws otherwise provide, no smoking will be permitted in the offices, the common areas, and the grounds and parking lots of Computer Associates if such areas are controlled by Computer Associates or reserved or dedicated for the use of Computer Associates and its employees. This rule also applies to private offices and conference rooms and to all Computer Associates employees as well as visitors. I understand and will comply with the aforementioned Computer Associates non-smoking policy.

I understand that if I am offered employment with Computer Associates, prior to or at the time I start work, I will be required to present one or more original documents establishing both my identity and authorization to work in the United States. I also understand that I must verify my identity and authorization to work on the I-9 Form required by the United States Immigration and Naturalization Service. Photocopies of the I-9 Form and the documentation that establishes identity and work authorization will be provided by Computer Associates only to persons who have a legitimate interest in this information for purposes of complying with the Immigration Reform and Control Act of 1986.

8-16-00

Date

David Lenihan

Signature

Name David Lenihan Social Security No. 033-50-9260
Address 1 Fieldstone Cir City Norton State MA Zip 02766